

Diversity and Inclusion Policy

Diversity and inclusion at Montrusco Bolton can be summarized as having a community where employees feel included and know that great opportunities are available for them.

During the hiring process, the firm looks for the best candidate for the role in question. Montrusco Bolton's criteria are based on:

- Education;
- Knowledge;
- Work experience;
- Skills;
- Personality.

As such, each employee is selected based on a skill set, regardless of age, gender, marital status, family status, sexual orientation, ethnicity, color, religion and physical disability.

Moreover, Montrusco Bolton promotes professional development by encouraging employees to take training related to their work responsibilities while reimbursing them for expenses. From the firm's point of view, education and development are an investment. At the end of the year, each employee of the firm goes through an evaluation process which has been established to measure an employee's overall contribution from a quantitative and qualitative perspective.

Suppliers are chosen according to their skills, as are our employees. Our selection criteria for choosing a supplier are the following:

- A fair price;
- A reasonable allocation;
- Equal treatment.

The company enhances transparency in everything it does. As part of our open communication policy, the president & CEO makes several presentations per year where employees are encouraged to give their opinions and suggestions.

Senior management and employees reinforce the idea that diversity contributes to the success of the company. It brings better opportunities to attract innovative and qualified people. In 2019, one third of Montrusco Bolton's employees had foreign origins.

Essentially, Montrusco Bolton strives to treat all existing and prospective employees, customers and suppliers fairly and to provide a workplace that promotes productivity, personal growth, dignity and respect for all employees.